

OKDHS/DDSD

Employment Services

DDSD Employment Services

Oklahoma is highly ranked nationally for supporting people with developmental disabilities to work in paid, community jobs.

More than 60 percent of the people served by DDSD are in integrated employment programs.



DDSD 2010

Service Recipients served through DDSD
9272

Service Recipients served through Home and Community Based
waiver services
5412

Service Recipient receiving Employment Services
4079

Integrated Employment

State Funded-788

Waiver Funded-1684

Total-2472

History

- ❑ 1985 Filing of the class action suit against the Hissom Memorial Center, (ICF/MR) develop Community Based Services
- ❑ 1993 Court directed that employment services “reinforce the pursuit of integrated employment of class members, as well as the range of meaningful activities, including recreational activities.”
- ❑ 1993 Employment contracts must “clarify the expectations and responsibilities of service providers” and those expectations must be “described in terms of the outcome to the individual being served, rather than in terms of the activities of the service provider”
- ❑ 1995 Outcome driven Medicaid Plan

Employment Policies

- Many Employment service options available
- Optimum goal is full-time employment at prevailing wage in a business or industry at an occupation of the service recipient's choice with natural supports.
- Provider agencies assess each service recipient in maximizing employment options.

Employment Policies

- Those receiving residential or group home supports are employed for 30 hours or receive 30 hours of employment services.
- The cost of employment services cannot exceed \$25,000.00.
- If individual is participating in less than 30 hours of employment, a plan is developed through the exception process.

Exception Process

- Team identifies plan with specific steps and target dates to address barriers to 30 hours of employment services
- Plan must be reviewed and approved
- Reviewed annually

Rate Methodology

Originally established by reference to average cost among providers and by sampling of providers costs.



Rate Components

Individual Placement in Job Coaching

Direct Staff Support

Program Management

Staff Mileage

Administration & General Expenses

Waiver employment service categories

Pre-Vocational

Center-Based Services	\$4.50 per hour
Supplemental Support	\$11.33 per hour
Individual Placement in Community-Based	\$14.52 per hour
Community-Based Regular Rate (Group)	\$9.00 per hour
Community-Based Enhanced Rate (Group)	\$12.00 per hour

Supported Employment

Individual Placement in Job Coaching	\$16.00 per hour
Job Coaching Regular Rate (Group)	\$12.00 per hour
Job Coaching Enhanced Rate (Group)	\$14.00 per hour
Stabilization and Extended Services	\$5.00 per hour
Assessment, Intensive Job Development, etc.	\$21.85 per hour

DDSD Employment Services

- Intensive/ongoing support services
- Individuals seeking competitive employment with short term supports must make application with DRS
- Oklahoma's unique rate structure reimburses the provider for hours worked or participation rather than hours of service the job coach/staff provides

Criteria to Establish Service Necessity

- The goal of service delivery is to promote the independence of persons with developmental disabilities. The purpose of publicly funded supports is to strengthen the individual's capacity for self-care and self-sufficiency and to lead to a lesser reliance on paid supports. Because of the unpredictable nature of government funding, promoting reliance on publicly funded supports is often not in the person's best interest. In order to minimize dependence on public funds, Developmental Disabilities Services Division (DDSD) staff use the criteria given in subsection (b) of this Section to determine the necessity of publicly funded supports.
- Area-\$39,541 State-\$53,381
 - Plans that exceed the statewide, congregate, average annual expenditure by more than 35%

- **(b) Services provided through DDSD must meet all of the requirements given in this subsection.**
- **Services appropriate to meet the individual's need are not available from another funding source.**
 - **Services are authorized only to the extent necessary to achieve, maintain, or promote functional capacity.**
 - **Services provided are consistent with accepted practice standards and guidelines.**
 - **Services must be necessary to achieve a specific outcome and must be required for other than the convenience of the client, family, staff, or provider.**
 - **Documentation submitted to request a service must contain objective evidence supporting the need, including evidence to support orders or prescriptions for the service.**
 - **Services must be delivered in the most cost-effective manner and most appropriate setting.**
 - **Services must be based on reasonable and predictable outcomes.**
 - **Services are not provided to meet hypothetical situations.**

DDSD

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